

CHAPTER 1 INTRODUCTION

1-1. Purpose. This pamphlet serves as a career planning guide to assist civil works team members in planning, developing, and achieving career goals within the area of natural resources management. It has been written for civilian team members of the U.S. Army Corps of Engineers (Corps) within the civil works natural resources management element of the operations division. The guide provides a brief description of the organization of the Corps and explains certain policies and regulations that are of interest to team members. Although the information covered in this guide is by no means complete, it will help team members become oriented to their positions and future career opportunities. The guide explains the various pathways for development and promotion available to the four major categories of team members in the program: 1) park rangers and natural resource management specialists, 2) park managers and staffers, 3) administrative support, and 4) facility management and maintenance. Additionally, the guide provides team members with information on what is recommended in the areas of training and experience to qualify for and compete for various positions in the pursuit of career goals in this program.

1-2. Applicability. This guide applies to HQUSACE elements, major subordinate commands, districts, and field operating activities (FOA) having civil works responsibilities.

1-3. Definition of Career Development. Team members of the Corps enjoy all the advantages provided under Federal Civil Service. The career development program is designed to help civil works team members progress as swiftly as their talents and agency opportunities permit. The program is designed to help team members make the most of their capabilities. Career development is based upon a combination of self-development and utilizing the individual development plan (IDP) with constant evaluation and guidance by management. This program has been established to enhance team members' capabilities for progressing to positions of greater responsibility. These programs are tailored to facilitate both the successful accomplishment of the Corps mission in the area of natural resources management and to provide team members an excellent opportunity for full and rewarding careers.

1-4. Assistance. Team members are encouraged to consult with their supervisors, human resources offices, and natural resources management Career Development Steering Committee members on any matter requiring further information or guidance. For questions regarding career development opportunities in elements of the Corps other than natural resources management, team members should contact their human resources offices.

1-5. Career Developing Steering Committee. The Career Development Steering Committee is a group of natural resources management personnel selected from project, district, and division offices. They provide input from the field to the HQUSACE Natural Resource Management Branch Chief on career development and training-related issues. Additionally, the committee informs the field of new developments through a periodical publication called *Career Notes* and an electronic bulletin board. The committee consists of a chairperson, ten committee members, and a representative from HQUSACE. Each of the ten divisions having a natural resource management program is represented on the committee. Committee members serve three-year terms. For information on how to contact your committee representative, consult the most recent copy of *Career Notes*.